

**2010-2015  
Agreement  
BETWEEN  
LOCAL UNION NO.7  
BOSTON, MASSACHUSETTS  
OF THE  
INTERNATIONAL ASSOCIATION OF BRIDGE,  
STRUCTURAL, ORNAMENTAL & REINFORCING  
IRON WORKERS  
AND  
BUILDING TRADES  
EMPLOYERS' ASSOCIATION  
OF BOSTON AND EASTERN  
MASSACHUSETTS, INC.  
AND  
LABOR RELATIONS DIVISION  
OF THE ASSOCIATED  
GENERAL CONTRACTORS  
OF MASSACHUSETTS, INC.  
Effective Date: September 16, 2010  
Expires: September 15, 2015**



## ARTICLE I

### Craft Jurisdiction

SECTION 1. Iron Workers Union Local 7 claims for its members all work including, but not limited to: the field fabrication, production, unloading, handling, re-handling, distribution, redistribution, stockpiling, loading, rigging, altering, aligning, assembling and disassembly, placing, setting, tying welding, securing, grinding, burning, or torch cutting, fire watching, and preventing, general cleanup, drilling, installation, erection, construction and cleanup, whether permanent or temporary, of all structural iron, steel, ornamental lead, bronze, brass, copper, aluminum, glass, all ferrous and non-ferrous metals and plastics; any and all types of precast, prestressed and poststressed concrete structures; agitators, air ducts, anchors, application of all sealants such as Thiokol, Neoprene and similar types used to seal metal surfaces; access doors and frames; air conditioner cans; amusement equipment; anchors; Geodesic and other domes, decking, diagrams and other roofing systems; agents and ticket booths, aprons aqueducts, atriums, awnings, acoustical elements, sound barriers, computer floors, bells, bank fixtures, barjoist, blast furnaces, book stacks, buildings, boilers and stokers, (sectional water tubs, and tubular), boxes, bracing, brackets; all bridges, bridge rails, bridge viaducts, bucks, bulkheads, bumper and bumper post, bunkers, cableways, cable slots and cable wells, cages, caissons (building and setting), canopies and unistrut canopies, car-dox and carports and enclosures, cart lifts, car lift fronts, caps, cast tiling, cat walks, chutes of all types, circuit breakers, clips, clocks, collars, column casings, column cladding, column covers, concentrators, counter supports, conservatories, conveyors, coolers, coping corbels, corrugated sheeting, including the applicable insulation; cranes (the unloading, handling, distribution, redistribution, erection, installation, handling, jumping dismantling, pulling or replacement of wire, operating, signaling, and all associated maintenance on all types of cranes in all forms of construction work); crushers, cupolas, curb guards, theater curtain, and back stage lifts, curtains, curtain wall, window wall and substitute systems, stone curtain wall, dams (cofferdams), metal decking; roof decking (such as but not limited to "Cofar" and similar type materials, as well as "Trusdeck", Mahon "M" deck and other dual purpose type roof deck), decorations and displays, dismantling and loading out conveyors, aggregated plants, batch plants, refrigeration plants, derricks including jumping and servicing of hoisting equipment and personnel hoists, directory boards, room dividers docks and dock levelers, doors, metal or metal clad doors and frames; glass doors, hangar doors, patio doors, rolling doors, overhead doors, sectional doors, rolling fire and iron doors, sliding doors, any and all maintenance on doors; fire doors; rolling shutter doors, door plates; draft curtains; drapery track; domes dowels, dredges, drums, duct and trench frames and plates, duct supports, dumb waiter enclosures and fronts, dumpers duo rails, drywall, metal trim; electrical supports, elevators, elevator cars, elevator fronts and enclosures, elevator dust covers and fascia; enamel tanks, enamel vats, ceramic, laminated spandrelite, entrances, erection of all steel towers, erection and dismantling of Monigan walking dragline, launch hammer bucket wheel excavator and other trenching equipment; signaling on high lines, whirly cranes and derricks, buck hoists, man hoists, operating fork lifts, material towers and



scanning antennae; assembling and erection of offshore drilling platforms or similar installations; escalators escalator trim, approaches and sub framing, expanded metals, expansion joints; expansion dams, extruded metals, erection, rigging or dismantling of all false work whether temporary or permanent; fascias, fascia soffits; fascia entrances and panels, fans and hot rooms, fencing of all types, fiberglass reinforced polymer (FRP) products or any other substituted materials and/or products which take the place of any work contained herein, fire equipment, breaks, stops and fire escapes, fins, flag poles, floor frames in support of boilers, erection, rigging, or dismantling of all framework, sheet metal on fence framework; highway metal plate guardrail; highway delineators and reflectors (metal or synthetic); guard cable; highway safety devices; fronts, fur and storage rooms, gates and collapsible gates, generators, grating, grillage and foundation work, grills, grill work, guards, guardrails, guides, greenhouses, gymnasium equipment, handrails (such as, but not limited to, aluminum, glass, steel, metal, wood, fiberglass reinforced polymer and plastic, as well as any conceivable combination thereof); hangers, hanging ceilings, hardware, and screens, hoppers, hospital room TV supports and gas supports, hot rooms, inclined, iron doors, jail and cell work, jail cell beds, benches, bunks, chairs, tables, mirrors; jail cell access doors; joists (precast, prestressed and poststressed), the erection and dismantling of all types of cranes including jib-cranes; kalomeined doors, kilns, laminated wood structures, laser beams, lintels, load bearing elements (LBE's), lockers, locks and locksmithing, louvers, machinery (unloading, handling, layout, moving, rigging, hoisting, lowering and placing on foundations), mail and trash chutes, making and installation of all articles made of wire and fibrous rope, marquees, material altered in field such as, but not limited to, framing, cutting, bending, drilling, burning and welding by acetylene gas and/or hand or electric machines; erection of all curtain wall, window wall, glass, metal floor decking, metal forms and false work pertaining to concrete or steel construction, metal furniture, metal strips or tight lacing for decorative or protective purposes, metal windows and enclosures, miscellaneous metals, mixers, modular buildings of all materials, monorails, multi-plate, name plates and nosing, nuclear reactors, electromagnetic shielding plates and atomic vessels including all component parts, MRI rooms; the plumbing, aligning and leveling of all materials and equipment through the use of optical instruments, operating devices, operating and dental room light equipment; oxygen and gas pipe supports, oven pans, panic devices and locks, panels (insulated and non-insulated, factory and field assembled), Q-panels; any type panel pertaining to curtain wall whether it be stone aggregate or precast; partitions, toilet partitions and supports, pen stocks, pile drivers, pin piles, pipe railings, pipe supports, plaques; plastic and synthetic fences, platforms; playground equipment; poles; post tensioning cables and all associated work; poster frames; porch supports; plates and plate pit liners, porcelain enameled panels, prefabricated and pre-engineered metal buildings, preglazed windows, storefront, and window walls; pulverizers, reinforcing steel, racks, railings (including pipe), railroad bridgework and maintenance, radiator enclosures, reservoirs, revolving doors, rigging (including shipyards, navy yards, vessels and government departments), rigging in connection with display shows, roofs, mansard roofs, space roof systems, rolling grills and shutters rotors, safe deposit boxes, night depositories and drive-up equipment, safety devices, safes, sash, scaffolding, scenery equipment; sculptures and art objects; scum plates; sills and sill plates; seats; seating and plank seating; security doors; security door frames; shafting, sheet piling, shelving, shoring, sidewalk and vault lights, signs, signaling, rigging and hoisting involved with the use of helicopters; skate wheels; skip hoists, skylights, slope wall, smoke conveyors, smoke plates, space frames, solar energy panels, soldier piles, spandrels (metal, steel, and precast concrete), spillways, stacks, stacker cranes, stage equipment and counterweight system and rigging for asbestos curtain, stairways, including pre-engineered stairs; all types of stairs, stairing and steel supports; steel and fire proof curtains; storefronts and entrances; stators, stokers, storage racks used as an entricit part of a building, storage rooms, stoves, subways, sun shades, support brick wall and steel granite; swimming pool equipment; switch gear, tables, towers, tanks, target ranges; target range baffles, booths and conveyors; temporary fencing; thimbles; thresholds; tracks and guides, track frames; tramways, transformers, travelers, traveling sheaves,



trellises; trim on vaults; turnstiles; trusses (including but not limited to steel, Howe and combination trusses), tunnels, turbines, all translucent and plastic material on steel frame construction, underpinning, vats, vault doors, vaults, ventilators, vertical hydraulic elevators, pressure vessels and vessels of all types, wire mesh, wire work; wall, stub, stud, wall ties; wainscoting; waste compactors; weather stripping; weather vanes, weirs and weir plates, welding machines, wheel guards, winches, wind turbines, windows, window cleaning equipment, window washing hooks, window and door screens and brackets, window stools, wickets, window washer track, x-ray equipment, x-ray support. Aligning, leveling and surveying in conjunction with steel or machinery erection. The unloading, distributing, stockpiling and handling of all materials coming under the jurisdiction claims of the Union. Ornamental lead shall consist of the distributing, erection, installation, removal, uncrating and recrating, unloading and reloading, relocation, repair, maintenance, layout, removal, replacement, handling, cutting, bending, rigging, jobsite fabrication, framing, drilling, fitting, burning, incidental building of scaffolding, welding by combination of various gases and electricity. All reinforcing work in connection with field fabrication, handling, racking, sorting, cutting, bending, layout, drilling, hoisting, placing, burning, welding, and tying of all material used to reinforce concrete including reinforcing rods on any structure whether on roads, bridges, or other use and construction shall be done by Iron Workers. Erection of steel towers, chutes and spouts for concrete where attached to towers and handling and fastening of cables and guys for same; unloading racking, sorting, cutting, bending, hoisting, placing, and tying, burning and welding including stud welding of all iron, steel and metal in reinforced concrete construction of all types of reinforcing rods and mesh for floor arches and the making of hoops and stirrups, metal forms and metal supports thereof; jacking of slip forms; GFRC, Dryvit System, and any other similarly constructed products which ultimately simulate finished concrete panels, including the securing by bolting and/or welding and the installation of steeltex, wire mesh or any substitute of any type when used for reinforced concrete construction. All layout work for the above regardless of equipment needed to perform operations; all work in connection with starting, stopping, operating, maintaining all equipment used in the performance of the above listed work; and all labor involved in water in wind testing of windows, curtain wall, metal panels or any other related materials.

Also, alteration, wrecking, dismantling and repair of all of the above, and all housemith work and submarine diving in connection with and field fabrication, production, unloading, handling, re-handling, stockpiling, layout, drilling, installation, erection and construction (whether permanent or temporary) in any off-site holding or lay down area regarding any of the above mentioned work. The above claims are subject to trade agreements and decisions of the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry of the Building and Construction Trades Department. The demolition of all of the above work shall be done by Iron Workers.

The Ironworker will maintain complete jurisdiction over the following: All forms of electric chain falls, come-a-longs, Tug-a-hoists, all gas or electric hoist of any kind while being used for the prime purpose of setting steel or other material which falls under the jurisdiction of the Ironworker, which will include, but not limited to: Access Satellite Tower platforms, any and all Hydraulic Jacking devises, and the complete maintenance and operation of all Welding Machines (Gas and Electric) when used by the Ironworker to perform work which falls under the jurisdiction of the Ironworker. When a Fork Lift is used to perform work which falls under the jurisdiction of the Ironworker, said Fork Lift will be manned and operated by an Ironworker.

The Gielinger type columns and all similar type supports, Cobiax Balls and all similar type space saving (green) supports, all components of electrical or other energy producing materials including, but not limited to wind and solar systems and their components and turbines. Reinforcing steel associated with airport runways or tarmac.



ARTICLE V  
Wage Rates

SECTION 1.  
Journeyman  
DATE

TOTAL

Boston  
Rate

Lawrence  
Rate

Worcester  
Rate

9/16/10	\$63.33
3/16/11	\$63.40
9/16/11	\$64.40
3/16/12	\$65.40
9/16/12	\$66.40
3/16/13	\$67.65

\$58.92
\$58.99
\$59.99
\$60.99
\$61.99
\$63.24

\$63.03
\$63.10
\$64.10
\$65.10
\$66.10
\$67.35



**Breakdown of Total Package (as of 9-16- 2010)**

JIW Wage Boston	\$ 63.33	Lawrence	\$ 58.92	Worcester	\$ 63.03
Foreman Boston	\$ 66.33	Lawrence	\$ 61.92	Worcester	\$ 66.03

NOTE: Fringe benefits in Boston, Lawrence and Worcester are identical.

Wage re-opener 9-15-2013, and contract expires 9-15-2015.

**Employer's Contribution per hour (as of 9-16-10):**

Pension Fund	\$11.00
Welfare Fund	\$ 7.70
Annuity Fund	\$ 6.95 (Doubles for overtime hours)

Future wage and/or benefit increases:

3-16- 2011 \$ \$0.07

9-16- 2011 \$ 1.00 to be allocated

3-16- 2012 \$ 1.00 to be allocated

9-16- 2012 \$ 1.00 to be allocated

3-16- 2013 \$ 1.25 to be allocated

9-15- 2013 Wage Re-opener, for wages and/or benefits only, from September 15, 2013 until September-15, 2015.



### Apprenticeship

- (a) Apprentices shall be paid no less than the percentage of the journeymen rate as listed below.

Probationary Period shall be the first one thousand hours.



	1st Year	
1 <sup>st</sup> period		60%
2 <sup>nd</sup> period		70%
	2nd Year	
3 <sup>rd</sup> period		75%
4 <sup>th</sup> period		80%
	3rd Year	
5 <sup>th</sup> period		85%
6 <sup>th</sup> period		90%

SECTION 6. Ratio of apprentices to journeymen. The apprentice to journeymen ratio will be as follows:

- a) Any employer who employs members of the International Association of Bridge, Structural, Ornamental, and Reinforcing Ironworkers Local #7 shall employ apprentices on structural, reinforcing and rigging jobs at the ratio of not more than one(1) apprentice to every six (6) journeymen, and shall employ apprentices on ornamental jobs at the rate of not more than one (1) apprentice to every four (4) journeymen, based on the annual average employment of journeymen ironworkers by the particular ornamental employer. On the spinning of cables on suspension bridges, one (1) apprentice shall be permitted to each journeyman.



**ARTICLE XVI**  
**Duration and Termination**

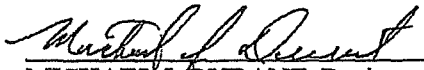
SECTION 1. This Agreement, with any amendments made as provided for therein, shall remain in full force and effect until midnight of September 15, 2015; except that either party may on or before May 15, 2013, give notice in writing to the other party that it desires change to the hourly rate of wages and fringe benefit contributions paid to and for covered employees for their hourly performance of covered work (hereinafter "Wage and Fringe Benefit Contribution Rate") to be effective on or after September 16, 2013.



IN WITNESS WHEREOF, the parties hereto have hereunto set their hand and seal this 16th day of September, 2010.

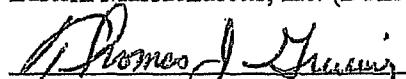
**For the Union, Local No.7**

  
WILLIAM KEEGAN, President

  
MICHAEL J. DURANT, Business Manager  
JAMES P. BROWN, FST  
EDWIN WRIGHT, Business Agent  
NEIL CONLEY, Business Agent  
PAUL LYNCH, Business Agent  
KEVIN MCKINNON, Business Agent/Industry Analyst  
STEPHEN WILLIAMS, Business Agent/Industry Analyst  
RANDOLPH E. GREEN, Chairman Executive Board

**For the Employers:**

Building Trades Employers' Association of Boston and  
Eastern Massachusetts, Inc. (BTEA)

  
THOMAS J. GUNNING, Executive Director

Labor Relations Division of Associated General  
Contractors (AGC) of Massachusetts, Inc.

  
DAVID P. POWELL, Labor Relations Div.

**Committee Members for the Employers:**

Thomas J. Gunning  
Thomas S. Gunning, III  
Thomas O'Connor  
David P. Powell  
Michael Caparco  
Richard Bartley  
Stephen Marr  
James Stearns, IV  
Usha N. Wood  
Russell J. Anderson

Expires September 15, 2015  
Boston Ironworkers



## ADDENDUM C

### Addendum C (2-Pages; Massachusetts Cities & Towns)

Section 1: This Agreement applies to all cities and towns which constitute the Union's Massachusetts geographic and territorial jurisdiction, including but not limited to:

#### *Boston Area*

Abington	Hingham	Randolph
Arlington	Holbrook	Reading
Avon	Hull	Revere
Bedford	Kingston	Rockland
Belmont	Lexington	Rockport
Beverly	Lincoln	Salem
Boston	Lynn	Saugus
Boston Harbor Islands	Lynnfield	Scituate
Braintree	Malden	Sharon
Bridgewater	Manchester	Sherborn
Brockton	Marblehead	Somerville
Brookline	Marshfield	Stoneham
Burlington	Medfield	Stoughton
Cambridge	Medford	Sudbury
Canton	Melrose	Swampscott
Chelsea	Millis	Wakefield
Cohasset	Milton	Walpole
Concord	Nahant	Waltham
Dedham	Natick	Watertown
Dover	Needham	Wayland
Duxbury	Newton	Wellesley
E Bridgewater	Norwell	W Bridgewater
Easton	Norwood	Weston
Everett	Peabody	Westwood
Foxboro	Pembroke	Weymouth
Framingham	Plymouth	Whitman
Gloucester	Plympton	Winchester
Halifax	Quincy	Winthrop
Hanover		Woburn
Hanson		

#### *Lawrence Area*

Acton	Haverhill	S Byfield
Acton	Ipswich	S Chelmsford
Acton	Lawrence	S Groveland
Acton	Littleton	S Hamilton
Acton	Lowell	Salisbury
Acton	Merrimac	Tewksbury



Acton	Merrimacport	Topsfield
Acton	Methuen	Townsend
Acton	Middleton	Tyngsboro
Acton	N Acton	W Acton
Acton	N Andover	W Boxford
Acton	N Billerica	W Chelmsford
Acton	N Chelmsford	W Gloucester
Acton	N Reading	W Groton
Acton	N Wilmington	W Newbury
Acton	Newbury	Wenham
Acton	Newburyport	Westford
Acton	Pepperell	Wilmington
Groveland	Rowley	
Hamilton		

### *Worcester Area*

Ashbrunham	Hopkington	Rutland
Ashby	Hubbardston	Shirley
Ashland	Hudson	Shrewsbury
Athol	Lancaster	Southborough
Auburn	Leicester	Southbridge
Ayer	Leominster	Spencer
Barre	Lunenburg	Sterling
Berlin	Maynard	Stow
Bolton	Marlborough	Sturbridge
Boxborough	Medway	Sutton
Boylston	Mendon	Templeton
Brookfield	Milford	Townsend
Charlton	Millbury	Upton
Clinton	N Braintree	Uxbridge
Douglas	Northborough	Warren
Dudley	Northbridge	Warwick
E Brookfield	N Brookfield	Webster
Fitchburg	Oakham	Westborough
Garnder	Orange	West Boylston
Grafton	Oxford	West Brookfield
Hardwick	Paxton	Westminster
Harvard	Petersham	Winchendon
Holden	Phillipston	Worcester
Holliston	Princeton	
Hopedale	Royalston	